

Management REPORT

August 26, 1954

No. 84

THE GROUNDWOOD MILL passed its 500th accident-free day last week.
MAINTENANCE LABOR crew reached the 200-day mark on August 19.
PAPER MACHINE MILLWRIGHTS attain 600 accident-free days today (August 26).
SHIPPING DEPARTMENT is marking its 700th consecutive safe-working day.

RETIREMENT PLAN AMENDMENTS APPROVED - quoted from Headquarters Bulletin.

3000 More than 300 participants of the Crown Zellerbach Retirement Plan and retired associates will benefit from amendments adopted by the Board of Directors last April and subsequently approved by the Internal Revenue Service and by a majority of CZ stockholders attending the Annual Meeting August 12. Estimated cost of the amendments will be \$10 million, all to be paid by the company. Improvements are along these lines:

- (1) Benefits for service prior to 1948 will be based on the individual's average compensation for 1948-'52.
- (2) Minimum retirement income range for 10 to 20 years of service is wider.
- (3) In the vast majority of cases, retirement income for participants who retired before 1953 will be increased, effective, January 1, 1955.

Details of the new amendments will be mailed participants at a later date.

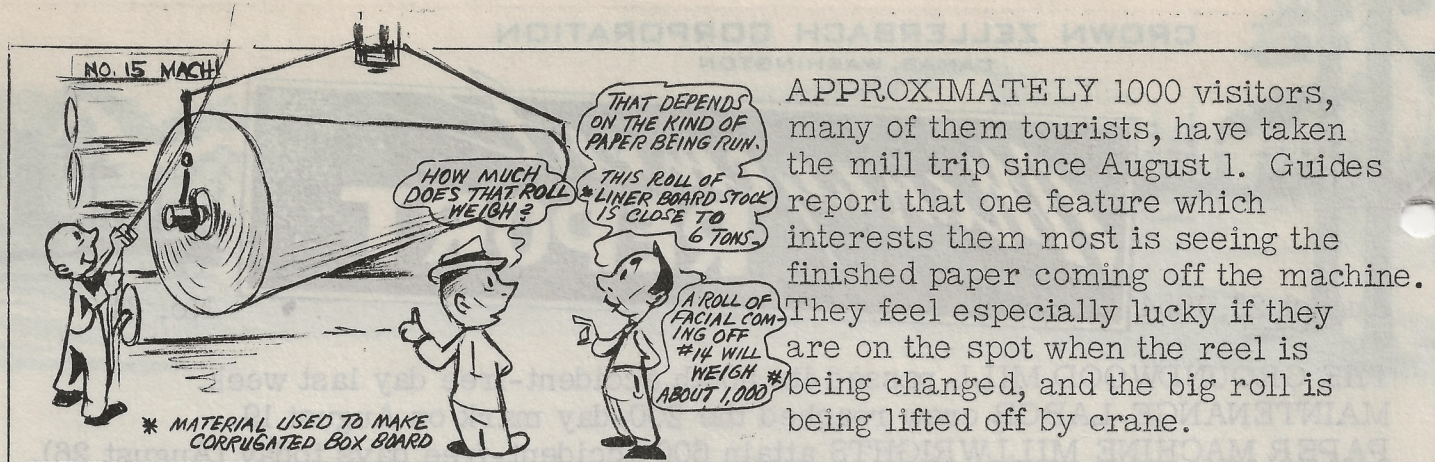
J. T. Hughes was in Camas last week holding meetings with various groups to explain retirement plan changes. The letter mentioned in the item above will give an individual explanation to each member of the Plan.

PAPER MACHINES: production last week best since April - 5,294 tons: daily average 784 tons. Over-all efficiency was 92.8%, with machines 7 and 8 making highest rating.
SULFITE: production 1,963 tons, of which 1,004 were bleached in Sulfite Bleach Plant.
KRAFT MILL: produced 3,306 tons. Wood species used, - hemlock, white fir, Douglas fir, cottonwood.
BAG FACTORY: production 25,500 bales: shipped 21,191.
CONVERTING: production 17,645 cases: shipped 17,041.
NAPKIN: production 12,902 cases: shipped 12,122.
WAXED LUNCH ROLL: production 1,214 cases: shipped 1,473.

A SUGGESTION AWARD of \$50 was presented at the supervisors' meeting on Friday to Eugene Jacobs and Richard Lainhart, Converting Plant, for their joint suggestion of a device to prevent crimping of cores and telescoping of rolls. The suggestion was presented before Jacobs' recent promotion to Converting foreman.

BOOKLETS, explaining the suggestion plan, attractively illustrated by Frank Sill, have been compiled by Headquarters. They are being sent to CZ divisions to standardize operation of the plan and to encourage suggestions. A booklet will be mailed to each Camas employee as soon as the envelopes can be prepared.

You Are Invited to Obtain Extra Copies of this Report from Your Supervisor to Share with Your Family and Friends.



APPROXIMATELY 1000 visitors, many of them tourists, have taken the mill trip since August 1. Guides report that one feature which interests them most is seeing the finished paper coming off the machine. They feel especially lucky if they are on the spot when the reel is being changed, and the big roll is being lifted off by crane.

THE 24 MEN OF THE PAINT CREW have gone over the 1600-day mark with no lost-time accident since March 31, 1950. "It's queer how accidents go", remarked keyman Charlie Dodge. "For 14 years we went along without one, then we had four in a year and a half. Now 4½ years have passed since the last one."

Painters are carefully chosen. First question is, "Can you work up high?" Years ago, a man answered, "Sure. I've worked on top of oil derricks." On his first high paint job, he "froze" - couldn't work, couldn't even climb down until helped. Since then, a candidate is taken for a walk over high places as part of the selection. The highest job the crew has to do, Charlie said, is 120 ft. above the ground, painting No. 26 and 27 chip conveyors (the conveyors that form the mill skyline.) The fellows get on top of them, lower the staging over the sides, climb down onto the staging and start painting. By contrast, the lowest job is painting the pipes inside the sewer tunnels under the mill. This job and many others such as painting transformers can be done only during holiday shut-downs. Painters also do glazing (replacing of glass), maintenance roofing, and insulation.

The men have an aptitude and liking for their work as proved by the fact that they are building up years of service on the crew. Charlie Dodge has been a painter since 1929. Ted Jurvakainen, assistant leadman, came two years later, and Floyd Welever, relief leadman, followed him by three months; Hans Johnson joined them in 1933. Fourteen men were added between 1940 and 1950, Ray Olson, John Mueller, Ted Freeman, Carl Browster, Nick Bega, Ward Carroll, Clarence Heriford, Tom Lynch, Jim Combs, William Howard, Harold Steele, Ray Campbell, Lloyd Lowther and Norman Tipton. In the spring of '51, Ray Kingsbury, Melvin Logan, and Maynard Bisson became new members. Donald Hatch and Carroll Prince joined a year later, and Glen Garland, April 1953, is the most recent addition to the crew.

The men have developed their own safety rules and rigidly observe them. They hold monthly safety meetings to discuss job hazards and care of tools. "We've got good equipment," Ted says, "and we like to keep it that way. It may mean life or death for any one of us."

A SPECIAL WORD from Conrad Schick, sec.-treas. of the bowling league: Those wishing to bowl in the mill league are to meet at the Camas alleys Mon., Aug. 30, 7 P.M. with bowling practice after the meeting. Game schedules start on Sept. 13.

A HINT for safety committeemen going to the general meeting today (Thurs.) at 1 P.M. Last month's slogan: "Where minor injuries go unheeded, safety first is surely needed."

RAINFALL this year, 30.31", is gaining on last year's record to this date, 38.11". Practically one inch has fallen since last Thursday. River level, 10.6'. Highest temperature for the week, 78° - lowest, 51°.
